

Project Overview for Milwaukee Multi-cultural Health and Safety Research Project

The Milwaukee Fire Department (including fire and emergency medical services) believes that by working with community members it will be able to reduce the number of citizen and firefighter injuries and loss of life. As Milwaukee becomes increasingly diverse, we need to understand the requirements of all members of the community. Multiple languages, cultural traditions, and generational differences can present many challenges to firefighters and community members.

Milwaukee is one of four U.S. cities that will be taking part in a one-year Multicultural Health and Safety Research Project (MHSRP) funded by a Fire Prevention grant from the Department of Homeland Security. The MHSRP is a study examining injuries and loss of life of both community members and firefighters in multicultural communities. An experienced research team from FIRE20/20™, a research and education not-for-profit that is committed to reducing injuries and loss of life of firefighters and community members, will conduct the study. The research team includes a group of people with many years experience in fire and emergency medical emergency services as well as research, training, and community organizing.

The research team members will meet with community members and fire department members within the city of Milwaukee. Some of the research activities will include:

- Interviews with community members to better understand issues and concerns when working with the local fire department/EMS.
- Interviews with firefighters and paramedics to better understand safety issues and concerns when working in multicultural communities.
- Organizing and conducting about 4-5 focus groups with fire department and emergency medical services personnel
- Organizing and conducting about 8-9 focus groups with community members
- Video-taping a small sample of firefighter and community member individual interviews
- Administering a fire department personnel on-line survey

Community members may be asked to participate in the research project. Participation is voluntary and all information will be kept confidential.

When the project is completed, the Milwaukee Fire Department and the community will receive a summary of the data, findings and recommendations for action steps that will support;

- Reduction in the number of citizen and firefighter injuries and loss of life
- Increased ability for firefighters and first responders to serve their multicultural community
- Development of fire department outreach programs for multicultural communities
- Increased awareness of community fire safety issues within a culturally diverse community

By taking part in this project, you can help make your community a safer place for everyone.

For more information about how to participate in the Multicultural Health and Safety Research Project please contact Captain Gerard Washington at the Milwaukee Fire Department (414) 286-8948 or the FIRE20/20™ Lead Researcher, Debra Jarvis at (317) 213-0102.

**With your help, we can all learn from each other
And keep all Milwaukee residents safe.**

Multicultural Health and Safety Research Project Team Biographies

Project Manager: Larry Sagen, MSW has twenty-five years experience in project management, community organizing, change management, organizational development, marketing and market research. For the last three years, he has worked closely with fire departments throughout the U.S. in recruitment, selection and teamwork training issues. Larry has experience working effectively with all ranks within the fire service, city and county government and with diverse community groups. He has managed and completed projects on time and on budget with Digital Equipment Corporation, the CIA, the American Red Cross, General Motors, US Army and Bell of Pennsylvania. Formerly, Larry was the founder and director of the International Youth Hall of Fame, a non-profit that helped developed community based programs in 16 cities in the U.S.

Research Director: Lou Piotrowski, Ph.D. is a retired educator, organizational development consultant, trainer and manager. Lou earned his doctoral degree at the University of Michigan, where he worked at the Institute for Social Research. He directed the educational program for the Small Business Development Center at Washington State University and worked as a consultant with communities and school districts while at The Institute for Community Education Development at Ball State University. He is the author of several articles. Lou is active in local community affairs and with the local Chamber of Commerce, Economic Development Association and school district.

Lead Researcher: Debra Jarvis is a retired fire chief with 27 years fire service experience in Indianapolis and the Chicago suburbs. Chief Jarvis currently consults, trains, and does research with public safety and not-for-profit organizations throughout the United States. Her experience includes designing and developing leadership development and change management programs, facilitating strategic planning, organizational development, hiring and promotional design and testing, multicultural program design and delivery, labor/management relations, and human relations programs. Chief Jarvis has conducted several research projects which can be found in the National Fire Academy's Learning Resource Center. She is a Harvard fellow of the Senior Executives in State and Local Government program and has a Master's degree in Leadership Studies, a Bachelor's degree in Management, and an Associate's Degree in Fire Science Technology. She has served as chairperson of the International Association of Fire Chiefs Human Relations Committee, is a graduate of the National Fire Academy's Executive Fire Officer Program and is now an instructor for several National Fire Academy leadership classes as well as multicultural programs in metro Chicago and Indianapolis. Jarvis is a co-founder and Executive Board member of Women Chief Fire Officers and is a former Executive Board member and trainer for Healing Racism/Chicago Southland.

Researcher: Gael Treesiwin is an organizational development consultant with 23 years of experience helping public, private, and nonprofit organizations with comprehensive research projects and large-scale culture change. She has extensive national experience in a wide variety of research technology including survey design/development, focus group design and implementation, and data analysis, synthesis, and report writing. She has worked extensively with several Washington State Fire Departments on strategic planning, sustainable leadership development, conflict resolution, diversity management, and cooperation between labor unions and management. Gael has provided conflict resolution & facilitation of strategic direction for the Urban Search and Rescue Team including Fire Chiefs from Seattle, King County, Puyallup, Tacoma, and Federal Way Fire Departments. Gael has experience and a passion for providing multi-cultural education and capacity building for nonprofit refugee and immigrant organizations and a wide variety of multi-cultural communities on a local and national level.

Research Assistant: Pamela Ackerman has 18 years experience in the areas of multicultural community work, writing, facilitating and project management. She has worked with elderly individuals as a Bilingual Case Worker and Assistant Social Services Director, with youth as a Translator in Mexico, as a Leader in the Philippines and as Youth Director in an urban Indianapolis church, with international youth as a Peer Mentor and with persons who are developmentally-disabled as a Respite Worker. As Program Coordinator for the Marion County CARE (Communities Against Rape) Initiative through Purdue Extension Marion County, Pamela coordinated educational programming, developed community liaisons, recruited and trained consultants, facilitated the Youth/Adult Advisory Board and wrote grants. She has a Bachelor of Arts degree in Spanish from Illinois Wesleyan University including six months at the Universidad de Granada in Spain.

Assistant to Project Manager: Jessica Guidry has six years of combined professional experience in the fields of education, customer service, administrative assistance, and fundraising. She has worked in various institutions, including medical, non-profit, banking, and educational organizations. She has a Bachelor of Arts in International Studies from Hawaii Pacific University and is currently working on a Master's in Public Health from Walden University. Jessica has a strong interest in multicultural issues, and has lived in the U.S., Pakistan, Singapore, Thailand, and Japan.